

DAWIA Policy Update



Jonathan Higgins
4th Estate DACM Office

4th Estate Summit
September 3, 2008



DAWIA Policy Update Overview

- ☐ **DAWIA Introduction and History**
- ☐ **Policy Documents**
 - DoD Directive 5000.52
 - DoD Directive 5000.66
 - DoD AT&L Workforce Desk Guide
- ☐ **Overview of Policy Requirements**
- ☐ **Policy Revision Initiative**



Defense Acquisition Workforce Improvement Act

- ❑ In 1990 Congress adopted the Defense Acquisition Workforce Improvement Act (DAWIA)
 - Created the legal foundation for the central management, planning, and development of today's DoD Acquisition, Technology and Logistics (AT&L) workforce
- ❑ The purpose of DAWIA is to improve the quality and effectiveness of DoD's acquisition process by enhancing the capabilities of the AT&L workforce
- ❑ DAWIA outlines general authorities and responsibilities of the Under Secretary of Defense for AT&L (USD(AT&L))
- ❑ Established Career Field certification requirements
 - 14 Functional Career Paths
 - Three Certification Levels – based on Education, Experience, and Training

Contracting (Advanced) Level III	
Type of Assignment	Representative Activities
Operational Contracting	Contracting functions in support of post, camp, or station
Research & Development	Contracting functions in support of research and development
Systems Acquisition	Contracting functions in support of systems acquisition to include all ACAT programs
Logistics & Sustainment	Contracting functions performed by the Defense Logistics Agency or by other offices to sustain weapon systems
Construction/A&E	Contracting functions in support of construction and/or architect and engineering services
Contingency/Combat Operations	Contracting functions performed in a contingency or combat environment
Contract Administration Office	Contracting function is primarily focused on contract administration
Contract Cost/Price Analyst	Contracting function is primarily focused on advanced cost/price analysis
Small Business Specialist	Contracting function is primarily focused on advising small businesses or on strategies for maximizing use of small businesses
Other	Contracting functions that perform a variety of assignments or one of a knowledge, specialist, or OSD
Core Certification Standards ¹ ("X" indicates Resident Instruction.)	
Acquisition Training	• ACQ 201A Intermediate Systems Acquisition, Part A
Functional Training	• CON 353 Advanced Business Solutions for Mission Support (R) • 1 additional course from the Harvard Business Management Modules
Education ²	• Baccalaureate degree and • at least 24 semester hours in accounting, law, business, finance, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management
Experience	• 4 years of contracting experience
Unique Position Training Standards ³	
Level III contracting personnel assigned to or devoting at least 50% of their time in support of a NDAP/MAAS program	• ACQ 201B Intermediate Systems Acquisition, Part B (R)
Core Plus Development Guide ⁴	
Training ("X" indicates Resident Instruction.)	
ACQ 201B Intermediate Systems Acquisition, Part B	All
See Contracting Matrix following the Certification and Core Plus Development Guide	X
Education	
Master's degree in business administration or procurement	
Experience	
An additional 4 years of contracting experience	

¹These standards for the training, education, and experience required for certification at this level.

²See 10 U.S.C. 1724 (exceptions for limited exceptions).

³Workforce members assigned to the position(s) identified must meet the training standard(s) identified within 6 months of assignment.

⁴When preparing your IOTI and your supervisor should consider the training, education, and experience listed in this and the lower-level Core Plus Development Guides if not already completed.



DAWIA II Update- Congressional Intent

As part of the National Defense Authorization Act for FY 2004, Congress amended the 1990 DAWIA legislation with new language, known as DAWIA II

House Conference Report (108-354, page 725)(for HR1588)

Subtitle C—defense acquisition and support workforce (secs. 831–836)

The Senate amendment contained a provision (sec. 841) that would amend the Defense Acquisition Workforce Improvement Act (DAWIA) to give the Secretary of Defense greater flexibility in managing the acquisition and support workforce. Specifically, the provision would give the Secretary the flexibility to establish different experience, educational, and tenure requirements for acquisition positions; require the establishment of a single acquisition corps; and streamline obsolete and outdated provisions of DAWIA.

The House bill contained no similar provision.

The House recedes with an amendment to split the provision into several sections.

Greater Management Flexibility

Flexibility to establish different experience, educational, and tenure requirements for acquisition positions

Establish a **single acquisition corps**

Streamline obsolete and outdated DAWIA provisions



Tenure Management Flexibility

Original DAWIA

Program Manager: Assign until major milestone closest in time to 4 years

Deputy PM: 4 years

Program Executive Officer: 3 years

Senior Contracting Official: 3 years

Other Critical Acq. Positions: 3 years

- Service obligation agreements required
- Waivers of assignment periods authorized
- Policies inconsistently applied

DAWIA II Flexibility

The Secretary of Defense may prescribe different minimum:

- Number of years of experience
- Education qualifications
- Tenure of service qualifications

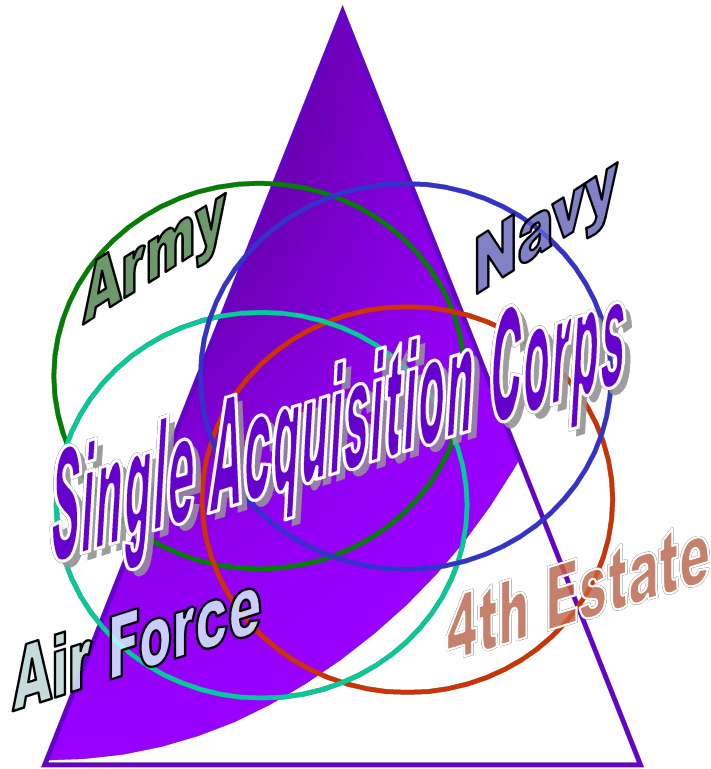
Flexibility applies to:

- Program Manager
- Program Executive Officer
- Senior Contracting Official
- Contracting Officer
- Contingency Contracting Force positions





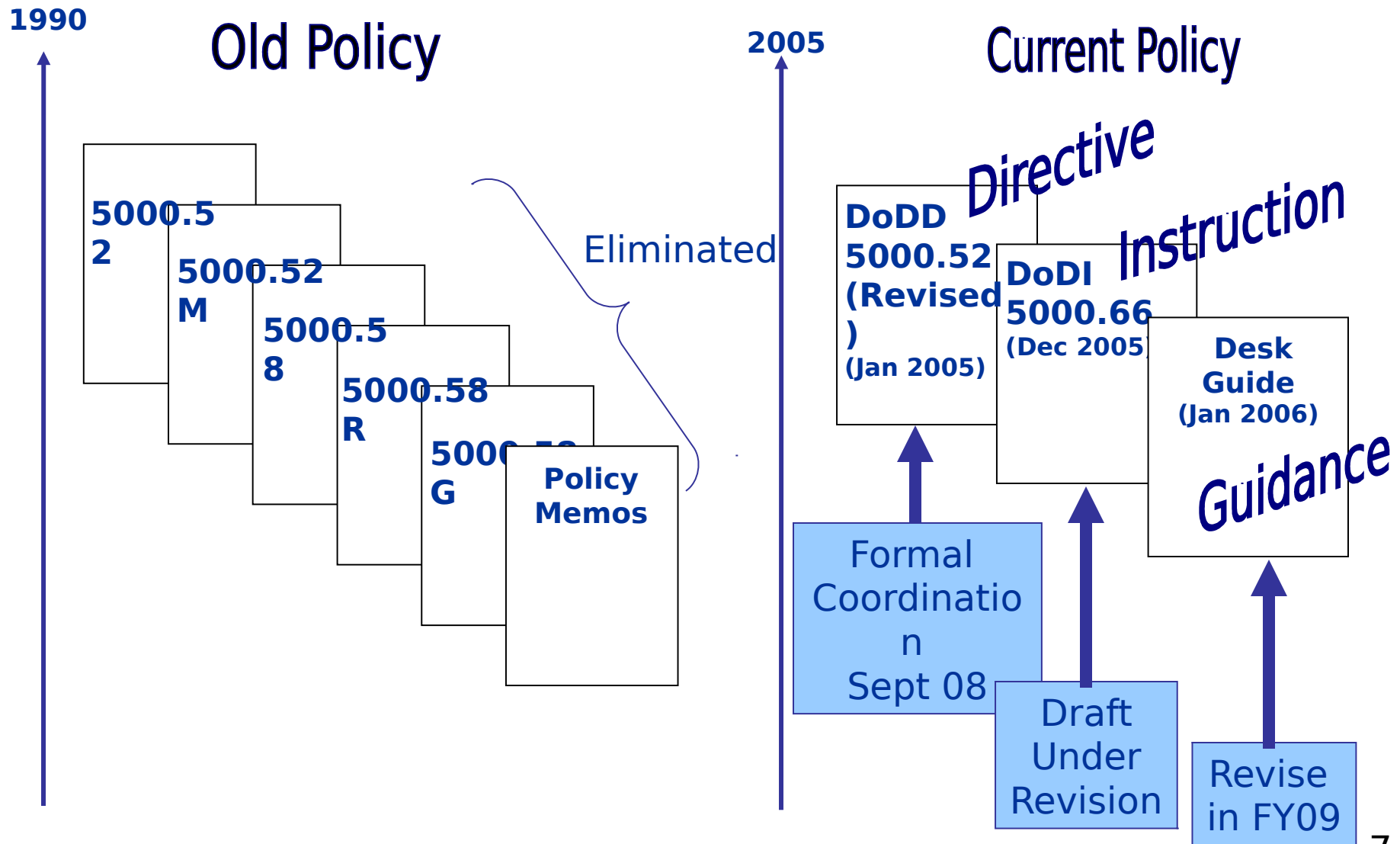
Single Acquisition Corps



- USD(AT&L) Sets Policy
- Components (Air Force, Army, Navy and Defense Agencies) Execute Career Management Program

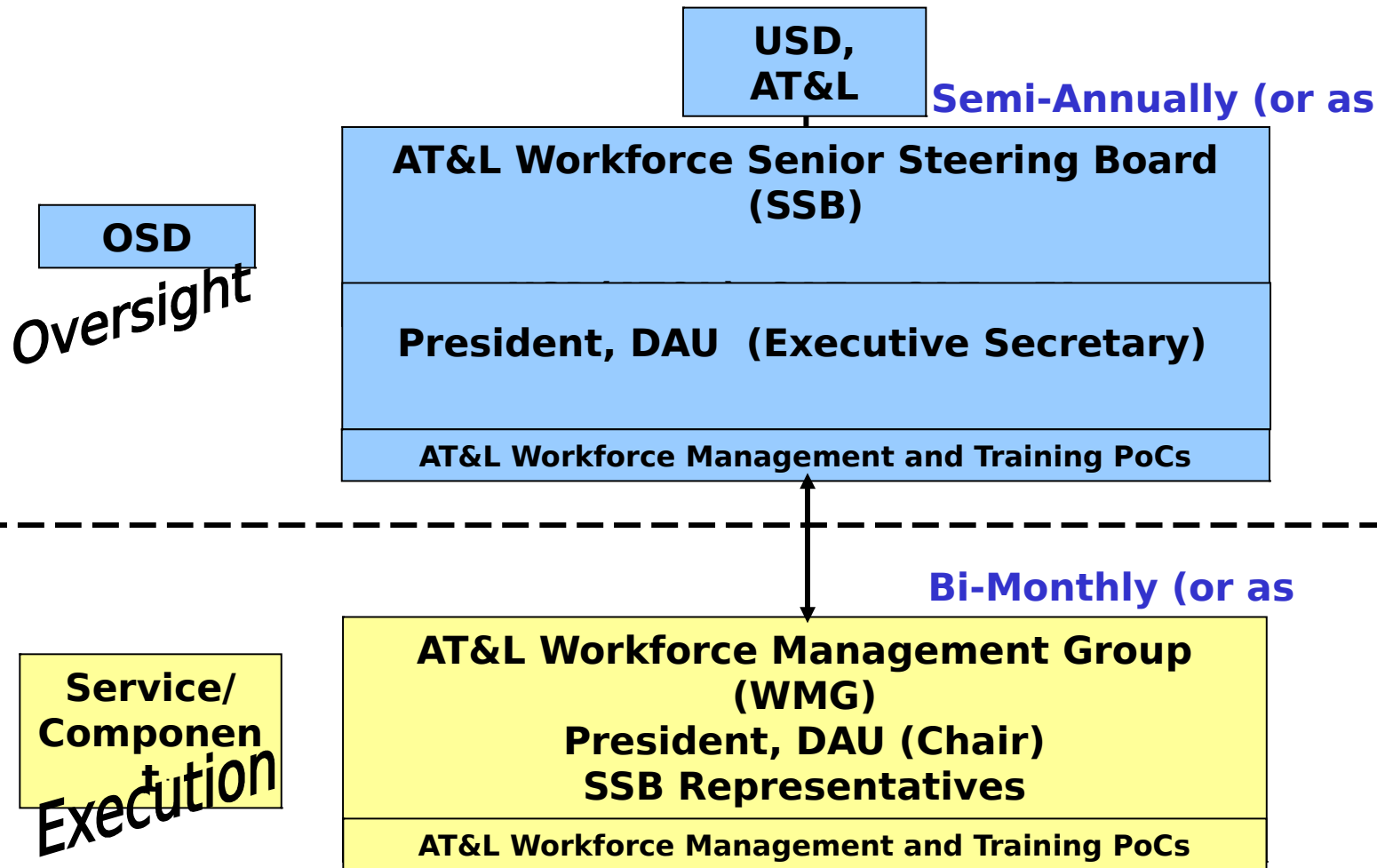


DAWIA Regulations Streamlining





Integrated AT&L Workforce Management Structure





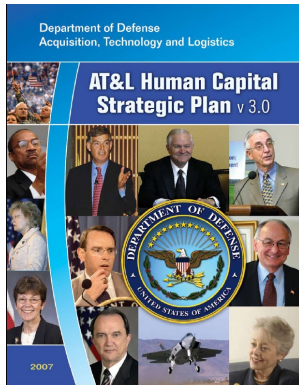
Current DAWIA Regulations

	Length	Current Status	Purpose and Content
DoD Directive 5000.52	8 Pages	Revised: Enters Formal Coordination Sept 08	Contains <u>policies and responsibilities for the implementation of DAWIA</u> through the “Defense Acquisition, Technology, and Logistics Workforce Education, Training, and Career Development Program”
DoD Instruction 5000.66	29 Pages	Currently Under Revision	<u>Implements</u> policy established in <u>DoD Directive 5000.52</u> Provides <u>guidance for managing positions</u> and career development of the AT&L Workforce
AT&L Workforce Desk Guide	67 Pages	Begins Revision in FY09	Provides <u>detailed procedures</u> for carrying out policies established in 5000.52 and 5000.66.



DoD Directive 5000.52

Strategic Workforce Planning



MIS capable of providing standardized information to OSD on persons serving in



Integrated Management Approach Centralizes Policy and Decentralizes execution

**DoDD
5000.52
(REVISED)**

Defense AT&L Workforce Education, Training & Career Development
"PROGRAM"

AT&L Performance Learning Model



Career development programs

- Intern
- Tuition Reimbursement
- Training

Career model for workforce members in planning career development and progression



DoD Instruction 5000.66

Establishes
Certification Policy
with 3 levels of
certification

Contains criteria for
accession into the
Defense Acquisition
Corps

Selection and
Placement
Guidance for CAPs
and KLPs

Lists CAP / KLP
Requirements and
Waiver Policy

**DoDI
5000.66
(REVISED)**

Implementation of the
Defense Acquisition Education,
Training & Career Development
“PROGRAM”

Establishes
Requirement for
publication of an
AT&L Workforce
Desk Guide

AT&L Continuous
Learning Policy
Requirements
incorporated into
policy



DoD AT&L Workforce Desk Guide

Provides detailed instructions for designation of AT&L Positions including a flow chart

Contains details regarding the execution of the Continuous Learning Policy including guidance for CL point value for learning events

DoD Desk Guide (REVISED)

Implementation of the Defense Acquisition Education, Training & Career Development
"PROGRAM"

Contains detailed guidance regarding AT&L Position Requirements including:

- Certification
- CAP / KLP and Special Statutory Requirements
- Assignment Specific Training
- CL Requirement

Provides detailed instructions regarding execution of the Certification program

Outlines responsibilities for DACM offices



Example of DAWIA Policy Implementation (Certification)

NDAA FY08

❑ **Sec. 1722. Career development**

- ❑ **(a) Career Paths.** - The Secretary of Defense, acting through the Under Secretary of Defense for Acquisition, Technology, and Logistics, **shall ensure that appropriate career paths** for civilian and military personnel who wish to pursue careers in acquisition **are identified in terms of the education, training, experience**, and assignments necessary for career progression of civilians and members of the armed forces to the most senior acquisition positions. The Secretary shall make available published information on such career paths.

Statutory Requirement

DoD Directive 5000.52

It is DoD policy that:

- 4.1. The primary objective of the Defense AT&L Workforce Education, Training, and Career Development Program is to create a professional, agile, and motivated workforce that consistently makes smart business decisions, acts in an ethical manner, and delivers timely and affordable capabilities to the warfighter. **The Defense AT&L Workforce Education, Training, and Career Development Program shall provide:**

4.1.4. **A career model for workforce members in planning career development and progression.**

Establishes DoD Policy



Example of DAWIA Policy Implementation (Certification)

DoD Directive 5000.52

Assigns Responsibility at Component Level

5.1. The **Under Secretary of Defense for Acquisition, Technology, and Logistics** shall:

5.1.2. **Establish the Defense AT&L Workforce Education, Training, and Career Development Program** for the effective management of persons serving in DoD AT&L positions and in the single Acquisition Corps.

5.5. The **Heads of the DoD Components, acting through their CAEs, shall:**

5.5.1. **Implement the Defense AT&L Workforce Education, Training, and Career Development Program** as uniformly as practicable and in accordance with the Military Departments' force management construct.

DoD Instruction 5000.66

Assigns Responsibility within Components

5.5. The Functional Advisors shall:

5.5.3. **Establish, oversee and maintain the education, training, and experience requirements** including competencies and certification standards....

5.6. President, Defense Acquisition University, shall:

5.6.2. **Maintain the uniform framework of certification standards applicable to AT&L position categories.** This framework will support career development and describe competencies required by AT&L career fields.

E2.1.3.3. The **CAEs shall determine the AT&L position category and certification level required for each AT&L position** in their respective DoD Components...



Example of DAWIA Policy Implementation (Certification)

DoD Instruction 5000.66

Establishes DoD Policy

E2.2.7. Certification. Certification recognizes the level to which a member of the AT&L Workforce has achieved functional and core acquisition competencies required by a specific career field.

DoD Components certify members of the AT&L Workforce using the uniform DoD certification standards.

E2.2.7.1. Certification Levels. These functional and core acquisition competencies have been **divided into three levels**: basic (Level I); intermediate (Level II) and advanced (Level III).

E2.2.7.1.1. **Basic (Level I).** Basic certification standards are designed to establish fundamental qualifications and expertise in the individual's career field. In addition to participating in education and training courses, individuals are expected to develop their required competencies through appropriate on-the-job experience, including rotational assignments.

E2.2.7.1.2. **Intermediate (Level II).** At the intermediate level, individuals should initially emphasize functional specialization. Individuals should also engage in career broadening experiences to provide breadth and depth. These broadening experiences should provide the competencies and skills necessary to assume positions of greater responsibility. This may involve multi-functional experience and development.

E2.2.7.1.3. **Advanced (Level III).** At the advanced level, individuals should attain the appropriate functional and core competencies to fill CAPs, and will comprise the pool from which individuals will be selected to fill KLPs.



Example of DAWIA Policy Implementation (Certification)

DoD Instruction 5000.66

Provides General Procedures
for Implementing Policy

E2.2.7.2. An individual **cannot be certified through a waiver**. Certification can only be achieved by meeting mandatory certification standards.....

E2.2.7.3. When certification **standards are changed**, an individual certified at a particular level **remains certified** at that level regardless of any new requirements made effective after certification....

E2.4.1.2. Organizations are responsible for ensuring **timely development** of individuals to ensure they attain the competencies necessary to meet requisite certification requirements. When individuals are placed on an AT&L position, the DoD Component shall either document the determination that the individual has satisfied appropriate certification and assignment specific training requirements, or establish a plan for the individual to **meet the requirements within 24 months of placement** or other period established by the CAE. In the event an individual **does not meet position requirements** within established timeframes, **a waiver must be obtained** according to DoD Component procedures to remain in the position.



Example of DAWIA Policy Implementation (Certification)

DoD AT&L Workforce Desk Guide

Implements policy by providing detailed procedures

Certification Levels. A required certification level must be assigned to each AT&L position. There are three certification levels: Level I (Basic or Entry Level); Level II (Intermediate Level); or Level III (Advanced Level). The level designated should correspond to the level of responsibility and expertise required by the position, and therefore typically corresponds to the grade of the position as indicated below:

For Civilian Positions:

For all positions except those positions in the Purchasing Position Category:

- **GS-5 through 8 (and equivalent) typically require Level I certification.**
- **GS-9 through 12 (and equivalent) typically require Level II certification.**
- **GS-13 and above (and equivalent) typically require Level III certification.**

For positions in the Purchasing Position Category:

- **GS-5 (and equivalent) typically require Level I certification.**
- **GS-6 through 8 (and equivalent) typically require Level II certification.**
- **GS-9 (and equivalent) typically requires Level III certification.**

Note: Once details of the National Security Personnel System pay band structure are known, a new crosswalk for civilian positions will be added to this section.



Policy Revision Initiative

DoD Directive 5000.52 (Draft)

❑ Substantive Changes

- Incorporate new rank/grade related language from DAWIA regarding CAPs
- Expanded KLP definition
- Added Director, Human Capital Initiatives role
- Changed meeting requirements for the WMG shall meet 3 times/year or at the call of the chair (vice every 2 months) Changes in data management strategy
- Updated role of coordination of intelligence community from USD (I) to Director of National Intelligence

❑ Administrative Changes

- Changed 'AT&L Workforce' to 'Defense Acquisition Workforce' throughout document
- Changed title of 'Functional Advisors' to 'Functional Leaders'

DoD Instruction 5000.66

- Currently Under Revision

DoD AT&L Workforce Desk Guide

- Will be revised in FY09

Comments Welcome!

What issues has your Organization encountered With these documents?